

**Email:** [cottylevak@yahoo.com](mailto:cottylevak@yahoo.com)

**Present Occupation:** Arbitrator & Hearing Officer

**First Business Address:**

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**Second Business Address:**

419 Main St PMB 600  
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**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators, American Arbitration Association

**EDUCATION:**

J.D., Willamette University, 1964; B.A., Political Science, University of Oregon, 1961

**CERTIFICATIONS:**

Law, State of Oregon and U.S. District Court for the District of Oregon, 1964

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**1978-Present:** Arbitrator. Over 2,000 private and public sector full service awards, including over 50 interest arbitration awards, plus over 700 expedited awards. Author: The Oregon Interest Arbitration & Factfinding Handbook, 1989. Co-Publisher & Co-Editor: The Washington Labor Law Digest, 1990-1998. Current Fair Dismissal Hearing Officer, The Oregon Teacher Accountability and Efficiency Act. City of Eugene, Oregon Labor Relations Official, 1978-80. **1964-1978:** "AV" rated labor relations and ERISA attorney: 1964-66, associate, Koerner, Young, McCullough & Dezen-dorf (Lane Powell Spears Lubersky); partner, Carney Probst & Levak (Carney Buckley & Hays), where personal clients included the Portland Police Association, the Oregon Council of Police Associations, Operating Engineers Local 701, Ironworkers Local 29, Laundry Workers Local 107, the Oregon Teamsters/AGC Health & Welfare Trust, and the ERISA pension and health & welfare trusts of the Oregon Bricklayers and the Oregon Cement Masons. Adjunct Professor of Labor Relations, Northwestern College of Law, 1975-78. Chair, Oregon State Bar Section on Labor Relations.

**INDUSTRIES:**

Aerospace, Airlines, Agriculture, Aluminum, Automotive, Bakery, Beverage, Brewery, Canning, Clothing, Communications, Construction, Dairy, Education, Food, Foundry, Glass, Grain Mill, Health Care, Hotels, Hospitals/Nursing, Lumber, Machinery, Maritime, Meat Packing, Metal Fabrication, Mining, Office Workers/Clerical, Organizations, Petroleum, Pharmaceuticals, Police & Fire, Printing & Publishing, Prison Guard, Pulp & Paper, Restaurants, Retail Stores, Shipbuilding/Dry-Dock, Steel, Transportation, Trucking & Storage, Utilities, Warehousing.

**ISSUES:**

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (Off-Duty/Personal), Demotion, Discipline (Non-Discharge), Discipline (Discharge), Disability Discrimination, Race Discrimination, Sex Discrimination, Religious Discrimination, Bonuses, Holidays, Insurance, Leaves, Vacations, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Cost of Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hrs/Scheds/Assignments, Working Conditions/Work Orders, Violence or Threats.

**PERMANENT PANELS:**

US Postal Service/NALC; Social Security/AFGE; GSA/AFGE; FAA/ATC; Las Vegas Metro Police/LVMPOA; State of Oregon/OPEU; State of Alaska/APEA/AFSCME/IBU; State of Montana/MPEA; Weyerhaeuser/IAMAW/AWPPW; Boise Cascade/WCIW; Georgia Pacific/AWPPW; Young's Market/Teamsters; City of Denver/Police Assn; Hyster/NACCO; U of Alaska/ACCFT; and others.

**ARBITRATION ROSTERS:**

American Arbitration Association Labor, Employment, Commercial and ERISA panels; State of Oregon; State of Montana; National Mediation Board.

**FEES: SEE NEW FEE SCHEDULE BELOW:**

**PER DIEM: \$1,100.00** The per diem fee applies to each scheduled hearing day, to travel time, and to research and preparation of the opinion and award. A hearing day is any portion of a day up to seven (7) hours. Travel time of less than four (4) hours is charged at **\$550.00**. Time for research and preparation is prorated. Other fee arrangements may apply to hearings of three (3) or more days in length.\*

**CANCELLATION & POSTPONEMENT: \$1,100.00** per scheduled day in the absence of twelve (12) days notice prior to the first scheduled hearing day; **\$550.00** if more than twelve (12) but less than thirty (30) days notice.

**Expenses:** Expenses include all actual costs and expenses, including airfare, car rental, food, lodging and secretarial. Any personal automobile mileage is charged at .45 cents per mile. Long distance telephone is not a charged expense.

Arbitrator charges from the nearest business address.

\* **Cancellation/postponement of hearings of three (3) or more days in length: \$1,100.00 per scheduled day regardless of the time of notification.**